I. Eric called the meeting to order at 3:36 pm.
   a. Ann made a motion to approve the minutes from the October 2019 meeting, seconded by Andrew, all voted in favor.

II. Eric made a motion to move into Executive Session which was seconded by Ann, and so Executive Session began at 3:39 pm and occurred until 3:51 pm.

III. Eric presented an idea for adjusting the format of Board meetings to make them more conversational and focus on solving one challenge each meeting.
   a. The goal meeting time would be 90 minutes or less and include:
      i. Consent agenda – financials will be sent out with the meeting agenda. The minutes, any financial highlights and old business will be approved in the first 10 minutes.
      ii. Presentation by staff member about a significant project – 15 minutes.
      iii. Stephen’s report will cover two to three major topics from operations – 10 minutes.
      iv. Deep-dive discussion of 2-4 topics in 60 minutes or less.
      v. Recap and close – 5 minutes.
   b. The proposal was met with general approval. Committee members like the conversational aspect as a way to involve more Board members, capitalize on Board expertise, and avoid redundancy (if there is nothing new to report from specific committees).
   c. Executive Committee meetings would mirror this structure.
   d. Ann mentioned that we will need to be very specific about the request for discussion in order for the conversation to be effective—what do we want Board members to bring to the meeting, think about, and speak on.
   e. Eric proposed that for the next Board meeting we plan to discuss DE&I retreat ideas.
      i. Eric has been thinking more about another retreat—maybe we can do the DE&I work then.
      ii. Eric also asked Ellen to discuss with Todd what an appropriate development discussion may be and when best to make that one of the main discussion topics.

IV. Denny presented the finance report in Abby’s absence.
   a. We are currently $500,000 ahead in revenue over last year but still more than $170,000 behind our growth projections. Regardless, we are planning to still meet most of our revenue goals by the end of the fiscal year. To date we have also saved $68,000 on the expense side of the budget, but that will pick up now that most open positions have been filled.

V. Ellen presented the development report in Todd’s absence.
   a. Counting pledged and received gifts, we are 80% toward of major gifts goal (and within $10,000 of the total amount raised in FY19). We’re working on a final push to raise the last 20% over the next four months.
b. Membership is currently 1% behind last year in terms of revenue but we hope to build back some momentum in the upcoming spring drive (March 16-21).
c. The committee is working on ideas for engaging the full board.

VI. Tyler presented updates from the community engagement committee.
a. Tyler is working with Stephen and Matisa to plan for the Board DE&I training.

VII. Andrew provided an update from the governance committee.
a. Andrew plans to engage with the committee chairs to be more active around succession planning. This would also be a good topic for an upcoming Board meeting discussion. Andrew and Eric will get together to discuss.

VIII. Stephen gave the President’s report, which will focus on what the Board should know and act on.
a. He provided an update on the digital strategy work that is coming out of the strategic plan. We are at the end of phase one with Via Studio, the management team got a presentation on the framework for moving forward. More news about next steps soon.
b. Stephen also provided an update on our news expansion plan and offered to share details and prospects for the fundraising plan.

IX. With no further business, the meeting was adjourned at 4:30 pm.